

# Leadership

“Give a man a fish and you feed him for a day; teach him how to fish and you feed him for a lifetime.”

~Lao Tzu

## Leadership Defined

**Lesson One**

# 1. What is Leadership?

- A. Leadership is a complex discipline
- B. Popular and accepted definitions exist
- C. Multitude of factors
- D. No single correct definition
- E. The demonstrated ability to influence



# Leadership Definitions

1. The creative and directive force of morale (Munson, 1921)
2. The process by which an agent induces a subordinate to behave in a desired manner. (Bennis, 1959)
3. The presence of a particular influence relationship between two or more persons. (Hollander & Julian, 1969)
4. Directing and controlling the work of group members. (Fiedler, 1967)
5. Actions that focus resources to create desirable opportunities. (Campbell, 1991)
6. The leader's job is to create conditions for the team to be effective. (Ginnett, 1996)
7. The demonstrated ability to influence others toward a goal. (Bitters & Litchford, 2000)

## 2. Is Leadership a Science or an Art?

- A. A field of scholarly inquiry (science), as well as an art
- B. 8,000 cited studies
- C. Giving leaders insight
- D-1. Results
- D-2. Effective



# 3. Is There a Difference Between Leadership and Management?

- A. Many distinctions between managers and leaders
- B. Management
- C. Leadership
- D-1. Right
- D-2. Things



People ask the difference between a leader and a boss. . . . The leader works in the open, and the boss in covert. The leader leads, and the boss drives.

~ Theodore Roosevelt

# Leadership and Management (Bennis, 1989)

- Managers administer; leaders innovate.
- Managers maintain; leaders develop.
- Managers control; leaders inspire.
- Managers have a short-term view; leaders have a long-term view.
- Managers ask how and when; leaders ask what and why.
- Managers imitate; leaders originate.
- Managers tell; leaders ask.
- Managers do things right; leaders do the right things.



## 4. Are Leaders Born or Made?

A. Acquiring traits, attributes, and experiences over a period of time

B-1. Good leaders are made

B-2. Continually working and studying to improve their leadership skills



One can never consent to  
creep when one feels an  
impulse to soar.  
~ Helen Keller





